GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Cooperation Department - Constitution of Committee to examine the various issues and demands of PACS employees to formulate specific HR Policy -Orders – Issued.

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AGRICULTURE AND COOPERATION (COOP-IV) DEPARTMENT

G.O.RT.No. 71 Dated: 28-01-2016

Read the following:

1. G.O. Rt. No.1533, A&C (Coop.VI) Deptt., dt. 05.12.2008.
2. G.O. Ms. No.151, A&C (Coop.VI) Deptt., dt. 22.06.2009.
3. From the Spl. CC&RCS letter No. 8350/2014/CR-I, dated: 16.07.2015.
4. From the Spl. CC&RCS letter No. 1843/2014/PACS-III, dated: 31.12.2015 & 08.01.2016.

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O R D E R;

In the G.O. 1st read above, Committee was constituted with M.D., APCOB, CC&RCS, CGM, NABARD, R.O. Hyd. to examine various issues and demands of DCCB and PACS employees relating to their Pay and allowances keeping in view the provisions of APCS Act, 1964 and MoU signed by the State Govt. with GOI and NABARD. Based on the recommendations of the said Committee orders were issued in the G.O.2nd read above proposing staff structure in PACS and Pay Scales & other allowances to their employees. It was also ordered therein that the pay scales indicated therein shall not be revised without prior permission of the Govt.

2. On receipt of frequent representations from the employee unions of PACS both by the Govt. and CC&RCS for revision of Pay Scales, the RCS while referring to the orders issued in G.O. 2nd read above, has stated that the issues like leaves, payment of retirement benefits, disciplinary matters etc. the PACS are following the provisions of Special Bye laws relating to service conditions of their employees framed in the year 2005. Hence there is a need to constitute a committee to examine all these issues and to formulate specific HR Policy for PACS and requested the Govt. to constitute a Committee.

3. Government after careful examination, hereby constitute a Committee with the following members to examine various issues to formulate specific HR Policy for PACS.

i) Managing Director, AP State Cooperative Bank Ltd, Hyderabad or its representative.
ii) One representative from NABARD, Regional Office, Hyderabad.
iii) Two Chief Executive Officers of District Cooperative Central Banks.
iv) Sri P. Mohanaiah, CGM (Rtd.), NABARD, Regional Office, Hyderabad.
v) Sri D. Ramesh Sinha, CGM (Retired), APCOB, Hyderabad.
vi) Joint Registrar-II, O/o. CC&RCS, AP., Hyderabad.

The Terms of references are as follows:

i. To study the existing Act provisions, instructions, guidelines and orders of the State Government, NABARD, RBI on Recruitment, Promotion, Transfer etc of staff in PACS and suggest a rationalised policy framework for the same including requisite qualifications at different cadres, pay structure etc.
ii. To study norms for staff strength in PACS vis-a-vis volume of credit business and other services being offered, profitability, operating expenses etc., and to interact with Board of Directors and employees of some selected PACS and assess the workload and suggest categorisation of PACS and appropriate staff strength for different categories of PACS. The ongoing initiative of NABARD for converting PACS into Multi Service Centres may also be factored in while suggesting the HR Policy for PACS.

iii. To visit the States like Kerala, Maharashtra, MP and study the best practises adopted by the PACS in those States and suggest measures for strengthening of PACS in the State.
iv. To study the existing Special Bye-laws and suggest uniform service rules for all the cadres in consonance with the Act provisions, NABARD guidelines etc.,
v. To study the present status of Computerisation, scope and the need for computerisation in PACS and likely impact of it on the staff strength.
vi. To suggest a well defined career path for the PACS staff.
vii. To study the training systems obtaining for PACS staff and suggest a well defined training policy to meet the emerging business needs of PACS and to take care of the career progression of the staff.
viii. To study the existing work flow and decision making in PACS and suggest measures to rationalise the same to make it more efficient and faster.
ix. To study the need and options for outsourcing and identify the activities which could be outsourced.
x. To suggest an appropriate mechanism for implementing the suggested HR Policy for PACS and ensure its compliance on an ongoing basis.

4. The Committee shall invite the representatives of the unions of PACS & DCCBs and also selected representations of Managements of PACS and DCCBs before finalizing the recommendations.

5. The Committee shall submit its report within one month.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

T.VIJAY KUMAR
SPECIAL CHIEF SECRETARY TO GOVT.(AM&C)

To
The Special Commissioner for Cooperation & Registrar of Cooperative Societies
The Managing Director, AP State Cooperative Bank Ltd, Hyderabad.
The Chief General Manager, NABARD, Regional Office, Hyderabad.
Sri P.Mohanaiah, CGM(Retd)NABARD REGIONAL Office, Hyd (Through CGM NABARD)
Sri D.Ramesh Sinha, CGM (RETD). APCOB, Hyderabad (Through MD, APCOB)
The Joint Registrar-II, O/o. CC & RCS, A.P., Hyderabad (Through RCS, AP.Hyd.)
SF/SC.

//FORWARDED;;BY ORDER//

SECTION OFFICER